GOVERNMENT OF INDIA
PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS
LOK SABHA

UNSTARRED QUESTION NO:1108
ANSWERED ON:08.02.2017
Compassionate Appointments
Reddy Shri Konda Vishweshwar

Will the Minister of PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS be pleased to state:

(a) whether the Government offers compassionate appointments to family or close relatives of its employees in special circumstances such as untimely death etc.;

(b) if so, the details thereof;

(c) the criteria behind allowing a particular number/percentage of compassionate appointments; and

(d) the details of compassionate appointments made by the Government during the last three years, department-wise?

Answer

Minister of State in the Ministry of Personnel, Public Grievances and Pensions and Minister of State in the Prime Minister's Office. (DR. JITENDRA SINGH)
(a) & (b): Yes Madam. The guidelines for making compassionate appointment have been laid down in the Department of Personnel & Training OM No. 14014/6/94-Estt.(D) dated 09.10.1998 as amended from time to time. All the instructions on compassionate appointment have been consolidated vide the Department of Personnel & Training OM No. 14014/2/2012-Estt.(D) dated 16.01.2013.

(c): The decision for prescribing criteria of upto a maximum of 5% vacancies falling under direct recruitment quota in a year in any Group 'C' and Group 'D' (erstwhile) posts for making compassionate appointments is contained in the Department of Personnel & Training's Office Memorandum No. 14014/6/95-Estt.(D) dated 26.09.1995 (copy enclosed).
In the case of Umesh Kumar Nagpal vs. State of Haryana and others [JT 1994(3) S.C. 525], the Hon'ble Supreme Court vide order dated May 4, 1994 has observed that as a rule, appointments in public services should be made strictly on the basis of open invitation of applications and merit. However, there are some exceptions which are carved out in the interest of justice and to meet certain contingencies. Compassionate Appointments is one such exception.

(d): The Department of Personnel and Training lays down the policy of compassionate appointment which is implemented by the Ministries/Departments. The details regarding the cases under consideration for compassionate appointments in the respective Ministries/Departments and those already made by them is not centrally maintained.

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